# who we are | our impact 2025

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## our mission

**Helping people live healthier, better lives through exceptional food.**

## our values

We **care** about the well-being and success of every person.

**High standards** are a way of life. We pursue excellence in everything we do.

We **make a difference** in every community we serve.

We **respect** and listen to our people.

We **empower** our people to make decisions that benefit our customers and our company.

## our commitment

To our **customers** and our **people** we pledge continuous improvement, and we make the commitment:

**Every Day You Get Our Best**

As we reflect on 2025, we want to thank you for shopping with us throughout the year and helping us make a difference in the communities we serve. You have helped us get better at delivering on our mission to help make great meals easy, so that people can live healthier and better lives.

At Wegmans, we believe that good people, working toward a common goal, can accomplish anything they set out to do. The following pages highlight how our 55,000 employees bring our values to life—whether supporting hunger relief efforts, strengthening local economies, advancing sustainability, or giving back through volunteerism and community partnerships.

As the needs of our communities continue to evolve, we remain committed to listening, learning, and responding in thoughtful, impactful ways. By focusing on our giving priorities and working alongside local organizations, we strive to make a lasting, positive difference where it matters most.

Thank you,

Danny Colleen + Nicole

Brownback Family,
Spiral Path Farm,
Loysville, PA

# Economic Impact

With 114 stores in nine states and the District of Columbia, our business spans the East Coast, impacting communities from Rochester, New York, to Raleigh, North Carolina.

## Local Jobs and Partnerships

**Companywide, we employ more than 55,000 people** in roles that provide competitive pay, strong work–life balance, and countless opportunities for growth in a meaningful career.

Our network of **400 family farms and local suppliers** provides our stores with products ranging from shelf-stable items like salsa and pasta sauce to perishable products including local produce, meats, and cheeses, all produced or grown near our stores. Our customers look forward to picking up their favorite local items while shopping for the rest of their everyday groceries, and we enjoy supporting nearby businesses.

## Reinvesting in Our Stores

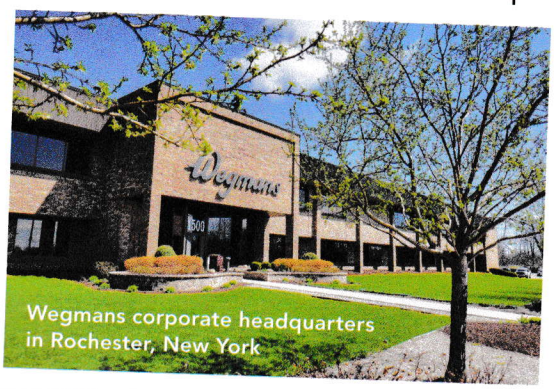
Each year, **we invest around $100 million in roughly 700 projects across our 114 stores.** These improvements range from simple bathroom updates to extensive, multi-million-dollar renovations. For these projects, 90% of the subcontractors we work with are local to the regions our stores operate in.

Updates are driven by our store employees and customers. Our design teams collaborate with our merchants and store operators to pinpoint where upgrades are most needed, then develop and carry out effective solutions.

We opened three new locations in 2025, including stores in two brand new markets: Norwalk, Connecticut, and Lake Grove, New York. The openings **created approximately 1,400 permanent jobs** and hundreds of temporary construction positions.

# Hometown Support

**In our hometown of Rochester, New York, we employ more than 11,000 people** throughout our 17 stores, corporate offices, warehouses, and manufacturing facilities. **Since 1982,** we have spent over **$160 million** in education, training, and development for our local workforce.



Wegmans corporate headquarters in Rochester, New York

Many of our employees are high school or college students, and **we contribute more than $800,000 annually toward tuition assistance. Since 1987, over 5,000 high school students** have enrolled in our **Wegmans Work Scholarship Program** (WWSP). This program provides employment, mentorship, and advocacy to students at risk of not graduating. WWSP has a nearly **100% graduation rate,** with over **400 graduates currently employed** with Wegmans full-time.

# Celebrating 10 Years in Richmond

Since entering the Richmond market 10 years ago, we've **supported hundreds of businesses, fulfilled nearly 5,000 donations requests,** and **provided more than $2.4 million** to local nonprofits and organizations.

**In 2025, our Virginia Service Center spent $20.4 million with local vendors in and around the Greater Richmond area.** From third-party transportation support to landscaping and employee uniform services, we're investing in the local economy by supporting companies that are based right in our neighborhoods.

**Employees from our Virginia Service Center visit the Feed More facility in Richmond, Virginia.**

# By the Numbers

**Founded in 1916**

**Headquartered in Rochester, NY**

**109 years in business**

**55,000 employees**

**$14.3 billion in sales in 2025**

**114 stores along the East Coast**

our 2025 impact
scan to learn more

Scan the QR code to discover these stories of our economic impact.

Wegmans Chapel Hill hosts a food drive to benefit UNC Health.

# Community Giving

## Feeding it Forward

When customers shop with us, they also help feed families in their community. Together, thanks to our customers' continued support and in-store donations, we donate more than **30 million meals to our neighbors—every year.**

In 2025, we collaborated with CBS news stations in Baltimore, Boston, Philadelphia, and New York City for our annual Check Out Hunger campaign. This partnership enhanced public awareness of food insecurity and encouraged customer donations at checkout during a period marked by federal funding disruptions, including a temporary freeze in SNAP benefits. Through joint storytelling, live broadcasts, and local news coverage, the initiative highlighted the increased demand on food banks while directing 100% of donations to local Feeding America partners. Time after time, our customers amaze us with their generosity, and this year was no different with customers donating **nearly $3.1 million** during the campaign. Thank you for helping us feed it forward.

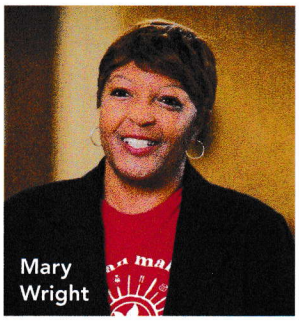
## Employee Volunteerism

Our employees live our value of Making a Difference every day. In 2025, our employees responded to more than **30,500 donation requests and volunteered more than 10,500 hours** to food banks, local nonprofits, and community organizations in the neighborhoods we serve. Their ongoing efforts reflect our shared belief that communities are stronger when we all work together.

Together, we contributed **$96.3 million* to our communities in 2025** through corporate gifts and **36.8 million pounds** of food donations, employee donations, and customer scan campaigns.

*The approximate average wholesale value of one pound of donated product at the national level is determined to be $1.90, based on a study performed by Feeding America.

# 20 Years of Supporting Marylanders, Together


Mary Wright

"Food insecurity is more pervasive than many may realize; one in three Marylanders may not know where their next meal is coming from. Wegmans has been a long-term partner of ours. I view Wegmans' role as crucial to our food chain and how we can support Marylanders across the state."

– Mary Wright, Director of Corporate Philanthropy, Maryland Food Bank

# Combating Food Insecurity in NYC

During the pandemic, Margaret depended on local food pantries for support. Now, as an employee at the Wegmans Astor Place store, a key part of her responsibilities involves selecting and gathering food donations for these same pantries, ensuring help reaches those who need it most.

"It's not just someone who might be homeless or in a shelter that is experiencing food insecurity. It could be someone who is simply living paycheck to paycheck. I really feel so grateful every day that we are able to provide donations for food pantries and programs. To be able to be a part of that is everything."

– Margaret, Wegmans Employee

Margaret

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Scan the QR code to find these inspiring stories of how we positively impact our communities.

# Community Priorities

With a goal of cultivating healthy, thriving communities, we support community organizations large and small, focusing our efforts on key areas where we can have the greatest impact:

**Hunger Relief**
Increasing access to wholesome food.

**Health**
Improving the physical, emotional, and mental health of our communities.

**Education & Economic Mobility**
Promoting economic advancement through access to quality education, stable housing, and career training.

**Youth Support**
Helping kids gain access to youth sports, after-school programs, and extracurricular activities.

**Community Collaboration**
Building better communities, with a focus on helping families and enriching neighborhoods.

Food scraps from in-store production are collected and sent for composting.

# Sustainability

## 10 Years of Zero Waste Progress

Wegmans' Zero Waste initiative began in **2016** as a focused effort to significantly reduce the amount of waste sent to landfill by rethinking how materials move through stores and operations. The program started as a single-store pilot at our **Canandaigua, New York,** store with a clear goal: shift materials out of the trash stream and into more responsible outcomes through **food donations, composting, and recycling.**

Early success demonstrated that meaningful change was possible with the right processes and strong store-level engagement. By 2017, the program expanded to one store in each division, helping refine best practices and confirm the model could scale. In 2021, we completed the rollout of Zero Waste across all our stores, embedding waste reduction into daily operations companywide.

Over the next several years, Wegmans made steady, measurable progress. We surpassed an **80% recycling rate in 2022,** exceeded **85% in 2024,** and achieved an **average companywide recycling rate of nearly 89% in 2025.** High-performing stores consistently reach recycling rates of 90% or higher, and their learnings are shared across the organization to drive continuous improvement.

### 2025 standout stores by recycling rate:

Fairmount, NY – **93.6%**
West Seneca, NY – **92.3%**
Hornell, NY – **92.3%**

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Scan the QR code to discover these stories of our commitment to sustainability.

## Progress Through Partnerships

Partnerships have played a critical role in scaling the impact of the Zero Waste program. A long-standing collaboration with **Natural Upcycling**—which began when the company was a small, single-truck operation—has grown alongside Wegmans and now supports nearly every store, helping transform food waste into valuable resources rather than landfill material. At the **Wegmans Organic Farm,** innovative recycling solutions, in partnership with **CRDC Materials,** divert hard-to-recycle materials, such as seed bags, plug trays, and agricultural plastic, and turn them into an ingredient for concrete blocks.

Plug trays are sent to CRDC to be turned into concrete blocks.

## Powered by Employees

At every stage, the success of Zero Waste has been driven by **employee involvement.** From daily sorting decisions and food donation coordination to sharing best practices across stores and divisions, our employees bring the program to life. Their ownership and accountability have transformed Zero Waste from a pilot project into a decade-long commitment that continues to evolve—bringing us closer to our long-term goal of sending zero waste to landfill.

## Zero Waste Through the Years

### 2016

Wegmans launches its **Zero Waste initiative** with a single-store pilot in **Canandaigua, NY.** The average companywide recycling rate is 64.4%. Canandaigua achieves an 82% recycling rate in the pilot's first 10 months.

### 2017

Program expands to **one store in every division,** proving the model can scale beyond a pilot.

### 2021

**Companywide rollout is completed,** bringing Zero Waste practices to all Wegmans stores.

### 2022

Wegmans surpasses an **80% companywide recycling** rate for the first time.

### 2024

Recycling performance continues to climb, exceeding an **85% companywide recycling rate.**

High-performing stores begin to consistently reach **90%+ recycling rates.**

### 2025

Wegmans achieves an **average companywide recycling rate of 88.4%.**

# Our People

## We put our people first because it's the right thing to do.

We believe fulfilling our people's needs is essential to achieving our goals. This employee-first approach shapes how we support, listen to, and invest in our 55,000+ employees, who make Wegmans a great place to work and shop.

## Helping Our People to Learn and Grow

Every year, thousands join Wegmans, and many stay for a rewarding career and the opportunity to learn and grow. Our commitment to development and career advancement helps employees reach their potential.

In 2025, more than 2,300 employees advanced through our development programs. More than 25% of employees receive a new career opportunity each year, demonstrating our dedication to nurturing talent from within:

- **Work Mentorship:** 700+ high school students
- **Internships, Externships & Co-ops:** 500+ college students
- **Team Leader & Management Trainee Programs:** 1,000+ future leaders
- **Employee Scholarship Program:** $6.5 million in tuition assistance

We also celebrated 30 years of our merit-based job posting program, empowering employees to pursue new experiences at Wegmans.

These investments in our people strengthen development, fuel long-term success, and reinforce what employees tell us every day: Wegmans is a place where they feel cared for, supported, and confident about their future.

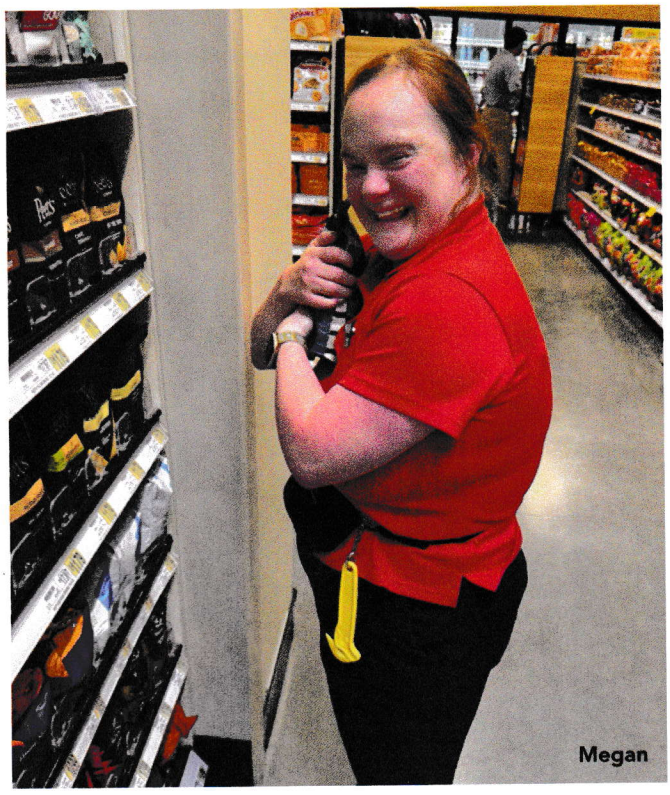
"Looking back, I realize **every challenge shaped me into the person I am today.** Growth isn't always comfortable, but it's always worth it."

–Heegan, Service Area Manager, Brockport, NY

## A Culture of Belonging Drives Long-Term Commitment

Our people are our greatest strength, each bringing unique backgrounds and perspectives that shape our culture. By welcoming, encouraging, and listening to every employee, we foster collaboration, innovation, and continuous improvement. Caring leaders create an inclusive culture of belonging where everyone feels valued. We remain committed to being a great place to work and shop for all, built on trust, care, and a passion for serving customers and communities.

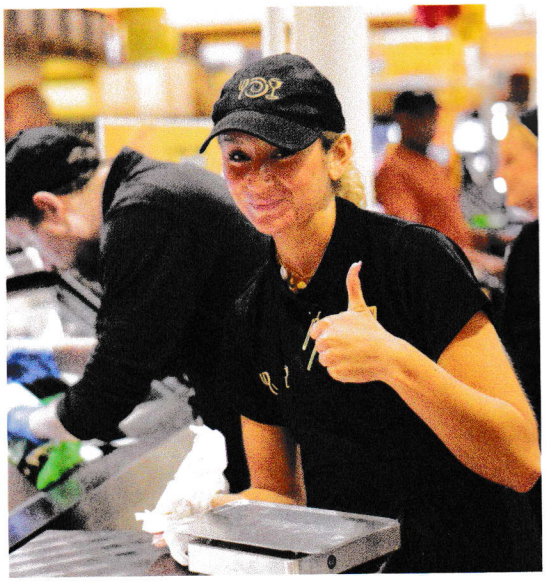
Megan, a part-time grocery customer service employee, introduced 321 Coffee to her North Carolina store. The brand, employing over 50 people with intellectual and developmental disabilities, now proudly appears on our shelves—demonstrating how employee ideas foster belonging and pride at Wegmans.



Megan

**"When I think of disability, I think of it like a superpower, and you just have to go where your superpower wants to take you."**

– Megan, Customer Service, Raleigh, NC



## Listening to Our People Strengthens Trust and Connection

We believe every employee is integral to our success, and we offer several listening opportunities so employees can share feedback and ideas to help us continuously improve. In 2025, we hosted more than 400 focus groups, engaging over 4,800 participants from across our company. Employees contributed hundreds of ideas, many of which were implemented to enhance both the employee and customer experience in our stores.

This dedication to listening led to another milestone: Great Place To Work® and Fortune have ranked Wegmans among the Best Companies to Work For since 1998. In 2025, Wegmans was ranked #1 on Fortune's Best Workplaces in Retail™ list for the 10th consecutive year, reflecting the trust, pride, and camaraderie at the heart of our family culture.

our 2025 impact

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Scan the QR code to dive into these stories of our incredible people.

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# Values in Action

With 55,000 employees living our values every day, and the generous support of our loyal customers, we're helping make a difference in every community we serve—together.

our values in action
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*"Always help others"* –Robert B. Wegman

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